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OUTLINE OF VOCATIONAL TRAINING IN MALAWI.

AUSTRALIAN DEPT. OF LABOUR AND NAT. SERVICE, PERTH

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THE 1963 POPULATION OF MALAWI WAS 3,753,000. MALAWI'S ECONOMY IS BASED ON AGRICULTURE. PRIMARY EDUCATION COVERS 8 YEARS AND ENROLLS 98 PERCENT OF THE 380,000 PUPILS IN SCHOOL. TECHNICAL SCHOOLS INCLUDE TRADE- AND TECHNICIAN-ORIENTED PROGRAMS UNDER THE MINISTRY OF EDUCATION. A NEW UNIVERSITY OF MALAWI INCLUDES NO COURSES OF A TECHNICAL NATURE, BUT A POLYTECHNIC AT BLANTYRE INCLUDES COURSES IN BUILDING AND ENGINEERING, MOTOR VEHICLE MECHANICS, ELECTRICAL TECHNICIAN WORK, PRINTING, CARPENTRY, JOINERY, BRICKWORK, FITTING, TURNING, AND DAY RELEASE CITY AND GUILDS COURSES. THERE ARE TWO GOVERNMENT TRADE SCHOOLS. SECONDARY TECHNICAL TEACHERS ARE BEING TRAINED IN A PILOT PROGRAM, BUT A LACK OF QUALIFIED APPLICANTS FOR TEACHER EDUCATION IS A MAJOR DIFFICULTY. LEGISLATION HAS BEEN INTRODUCED TO PROVIDE AN APPRENTICESHIP PROGRAM WHICH PLANS TO TRAIN IN 22 TRADES. GRADUAL ON-THE-JOB UPGRADING IS COMMON, BUT NO DELIBERATE GOVERNMENT EFFORT HAS YET BEEN MADE TO PROMOTE THIS ACTIVITY. PLANNING FOR VOCATIONAL TRAINING TO INCREASE AND IMPROVE THE SUPPLY OF TRAINED PERSONNEL INCLUDE DEVELOPING THE MALAWI POLYTECHNIC, GOVERNMENT TRADE SCHOOLS, AND AN APPRENTICESHIP PROGRAM. (JM)

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U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

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# Outline

of

# Vocational Training

in

# MALAWI

PREPARED BY THE DEPARTMENT OF LABOUR AND NATIONAL SERVICE
OF THE COMMONWEALTH OF AUSTRALIA FOR THE
PAN INDIAN OCEAN CONFERENCE ON TECHNICAL EDUCATION AND TRAINING
PERTH, 1966

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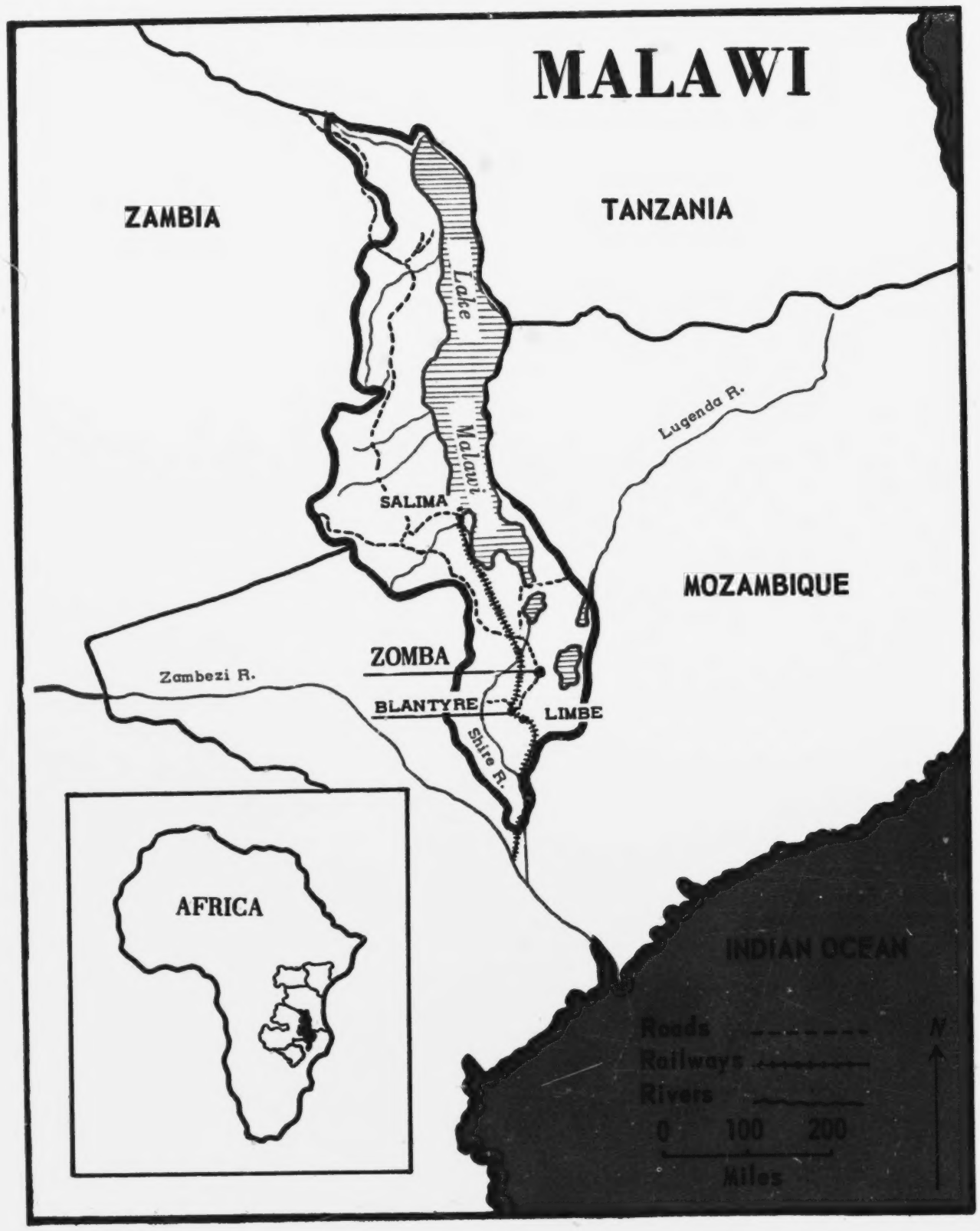
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ZAMBIA
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Lake Malawi
Lugenda R.
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ZOMBA
Zambezi R.
BLANTYRE
LIMBE
Shire R.
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Roads
Railways
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*Frontispiece: Map of Malawi*


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# 1. Introduction

*Area, Population*

Including Lake Malawi, the total area of Malawi is approximately 46,000 square miles. The land area is about 36,400 square miles.

The population of Malawi was estimated at 3,753,000 in 1963.

*Primary Industry*

The economy of the country is based on agriculture. Owing to the mountainous terrain and to the size of Lake Malawi, however, there is pressure on the land available for cultivation. Nevertheless, with the exception of sugar and wheaten flour, the country is normally self-supporting in major agricultural products. A large sugar-producing scheme is being developed in the lower river area and the small farmer has been encouraged to grow such cash crops as tobacco, ground-nuts and coffee. Tea and tobacco form the largest exports and around 90 per cent of the tobacco is grown by the small farmer.

The Ministry of Natural Resources, through its Department of Agriculture, provides the local farmer with technical advice and assistance.

A Special Crops Bill was introduced in August, 1963, designating certain agricultural crops as "special". Among these were fire-cured and sun-cured tobacco, the growing, selling or buying of which would require a licence. To regulate the conditions of crop production the Prime Minister has since declared all crops to be "special".

The mineral wealth of Malawi is very limited and fishing is the only other non-agricultural primary industry of importance. It has received special attention in the 1964-1969 Development Plan, with which the Government is pressing ahead.

*Secondary Industry*

Industrial and commercial development in the main towns has been slower than elsewhere in the former Federation. There is little secondary industry though this is on the increase and a considerable number of the male wage-earners are still employed outside the country; mainly in Rhodesia, South Africa and Zambia.

There has been some development of light industry with the production of cigarettes, soap, edible oils and cement. The milling of maize is a major form of rural industry and commerce.

It is anticipated that the harnessing of water power at Nkula Falls in 1966 will greatly assist future industrial development.

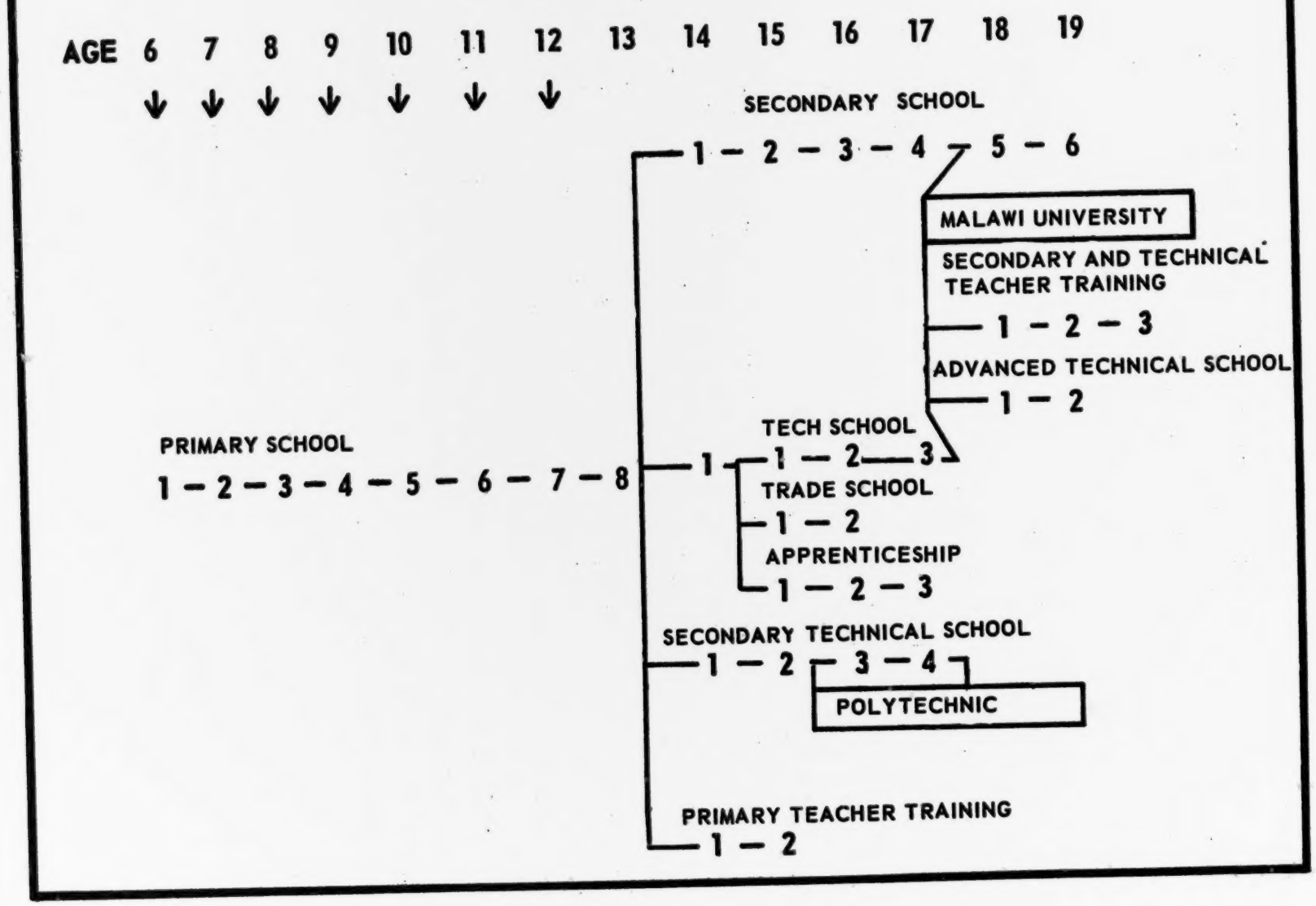
*General Economic Development*

There have been agreements on continued co-operation between the the old Federation members in both trade and transport. For example, the the Central African Airways is administered jointly by the three countries and a special trading agreement provides for a measure of free trade with Rhodesia. Greater tariff protection will almost certainly be given to encourage local industry, and the establishment of new industries such as textiles and brewing has made a promising start.

Malawi is a land-locked country whose chief trade outlet is by railway to the Portugese port of Beira (Mozambique). Tea, tobacco and cotton are the major exports, but ground-nuts, coffee and tung oil are becoming increasingly important.

MALAWI

## STRUCTURE OF EDUCATION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SECONDARY SCHOOL
1 – 2 – 3 – 4 – 5 – 6
MALAWI UNIVERSITY
SECONDARY AND TECHNICAL TEACHER TRAINING
1 – 2 – 3
ADVANCED TECHNICAL SCHOOL
1 – 2
TECH SCHOOL
1 – 2 – 3
PRIMARY SCHOOL
1 – 2 – 3 – 4 – 5 – 6 – 7 – 8
1
TRADE SCHOOL
1 – 2
APPRENTICESHIP
1 – 2 – 3
SECONDARY TECHNICAL SCHOOL
1 – 2 – 3 – 4
POLYTECHNIC
PRIMARY TEACHER TRAINING
1 – 2

# 2. General Education

Primary education covers eight years and is usually followed by attendance at either a secondary or a technical school.

The full secondary school course lasts for six years. Examinations for the Junior Certificate, the Cambridge School Certificate; and the Cambridge Higher School Certificate entitles the holder to enter the Malawi University while the Higher Certificate is necessary for entry to overseas universities.

Technical schools are of two kinds. One leads to craft, trade and apprenticeship courses, with less emphasis on academic studies, while the other (the secondary technical school) is more oriented towards the technician and diploma courses at the polytechnics.

Teacher trainees may commence their courses at one of three levels:

(a) after completing the primary school course and one year of pupil teaching (primary teachers);

(b) after completing two years, or equivalent, of the secondary school course (primary teachers);

(c) after completing four years, or its equivalent, of the secondary school course (secondary and technical teachers).

The enrolment figures for 1963 showed nearly 380,000 pupils at school, and of these approximately 98 per cent were at primary schools. Recent figures, however, show that secondary enrolments have almost doubled since 1963. The expansion in secondary education has been such that night secondary schools have been developed under the direction of the Government Correspondence College.

# 3. Technical Education

*Organisation and Administration*

Most of the training in the industrial and commercial fields is at present undertaken by the Ministry of Education. The Ministry has contact with industry through representation on the Apprenticeship Board, the Trade Testing Advisory Committee and the Manpower Sub-Committee of the National Development Committee. Further co-operation with industry is achieved by the invitation of the Ministry of Education to meetings of bodies such as the Master Builders' Association and the Motor Traders' Association. Ad hoc meetings of those interested in technical education are also called from time to time.

*Types of Institutions and Courses*

The University of Malawi is at present being established and had its first student intake in September, 1965. However, no courses of a technical nature are included in the initial programme.

A polytechnic at Blantyre is nearing completion and courses are planned to commence in January, 1966. The Further Education Centre has acted as its fore-runner and has been absorbed into the polytechnic.

Courses already established include:

- Preliminary full-time courses in building and engineering of one-year's duration.
- Pre-apprentice motor vehicle mechanics course.
- Day-release courses for City and Guilds.
- Certification in motor vehicle mechanics' work, electrical technicians' work and printing.
- Evening up-grading courses for Government Trade Test Certification in carpentry, joinery, brickwork, fitting, turning, printing and motor vehicle mechanics.

There are two Government Trade Schools, the second of which became fully operational at the end of 1965. The courses, which are run are full-time, of three years' duration, and lead to the City and Guilds of London Craft Certificate in carpentry, joinery and brickwork.

At present there is no technical education at the secondary level but the Development Plan caters for the introduction of technical subjects to twelve existing secondary schools.

No courses in general management are held, but there are courses in specific areas of lower management.

All training at technologist level is undertaken outside the country and trained personnel at this level are urgently needed. As for technicians and tradesmen, statistics based upon a 1964 survey show that the schools' output for 1966 will be one-fifth of the estimated need for that year.

*Arrangements for Technical Teacher Training*

A small pilot programme was initiated in 1964 to train technical teachers. Out of 80 applicants it was found that only eight satisfied the minimum requirements for entry. It is hoped that subsequent applicants will be at a higher level and that the numbers can be increased. The output at present is far from adequate and reliance upon expatriate staff will be necessary for some years to come. A new course of 15 students commenced at the Polytechnic in February, 1966. It will be of three years' duration and will produce secondary technical teachers specialising in one craft subject. Another course is due to commence later in 1966.

# 4. Apprenticeship

The Ministry of Labour legislates for and controls apprenticeship. Apprenticeship is only in its early stages but legislation has been introduced which will cover the following trades: bricklaying and masonry, carpentry, joinery, painting and decorating, plumbing, mainlaying, sheet-metal working, motor mechanics, auto-electrical, electrical, diesel fitting, general fitting, metal machining, turning, blacksmithing, locomotive fitting, coach building, upholstering, hand and machine composing (printing), book-binding, truck fitting and erecting. However, only the railways, the Government Printer, one transport company and one or two other undertakings employ apprentices at present.

Under the new apprenticeship scheme it is envisaged that the age of entry will be from 15-18 years, and that the apprentice will initially undergo a short trial period in industry for approximately three months. Following this will be an introductory trade training period at an an industrial training centre or trade school which is at present under the administration of the Ministry of Education. This period will last about nine months. During the remaining period of the apprenticeship (on the average another three years) the apprentice will have block-release to a technical school for one term per year. The average length of training will be four years. The apprentice will be required to sit for the Government Grade II Trade Test and/or the City and Guilds Intermediate Level Certificate in the appropriate trade, if it is available, and on the successful completion of his course he will be awarded a National Apprenticeship Certificate.

## 5. Accelerated Vocational Training

No scheme of this nature is in operation.

## 6. In-industry Training

As yet no Government or industrial organization has the responsibility for promoting and developing in-industry training. In fact this type of training is largely non-existent except in the railways and a few other undertakings. The most common method of promoting labourers to tradesmen is that of gradual up-grading without organized training.

Most Government departments employ full-time training officers, but private industries usually use a staff member who has had no formal training and who carries out the training on a part-time basis.

The Ministry of Works which conducts supervisors' and foremens' courses is the only organisation to make use of the T.W.I. Scheme.

## 7. National Planning for Vocational Training

Planning for vocational training in Malawi is being co-ordinated through the National Development Committee by means of a co-ordinating Committee on Technical Education and Training.

Plans for increasing and improving the supply of trained personnel include the development of the Malawi Polytechnic, the development of Government trade schools, and the introduction of the new apprenticeship scheme.